

Service Obligation and Bursary Repayment (Clawback)

This clause outlines the mandatory service period required from the Recipient following graduation and the financial penalty (clawback) should that service period not be fulfilled.

Definitions

Department refers to the Department of Education and Youth, or its successors in title.

Recipient refers to the Bursary Recipient, who is applying subject to Circular 0019/2026 Concurrent Initial Teacher Education Bursary Scheme (STEM Bursary).

Required Service Period refers to a minimum of 2 consecutive years of teaching service in an approved post in a recognised post-primary school.

Clawback Amount refers to the bursary payment made subject to Circular 0019/2026 Concurrent Initial Teacher Education Bursary Scheme (STEM Bursary).

1. The Service Obligation

1.1. In consideration of receiving the Bursary funds, the Recipient shall, upon successful completion of their teaching qualification, immediately commence and complete the Required Service **Period**.

1.2. The Required Service Period shall commence on the date the Recipient begins their first teaching role after graduation.

2. Repayment Trigger (Clawback)

2.1. The Recipient shall be liable to repay a pro-rata portion of the total Clawback Amount if they fail to complete the full Required Service Period for any reason other than the death or permanent disability of the Recipient, or in circumstances mutually agreed upon in writing between the Recipient and the Department.

2.2. A breach of the obligation set out in paragraph 2.1 will be deemed to have occurred if the Recipient's employment as a teacher is terminated, voluntarily or involuntarily, before the Required Service Period is fulfilled. In such event, the Recipient shall become immediately liable to repay a pro-rata portion of the Clawback Amount.

2.3. The Recipient consents to the reduction of any further earnings, including deduction at source where repayments may be automatically taken directly from the Recipient's salary, or income before it is received.

3. Calculation of Clawback Amount

3.1. The Clawback Amount shall be calculated based on the unfulfilled portion of the Required Service Period. The calculation uses the following pro-rata formula:

Clawback Amount = Total Bursary Funds Paid x (Days of Service not Completed/Required Service Period))

3.2. **Example Calculation:** If the total Bursary Funds paid were €4,000 for a 2-year service obligation (200 days, a minimum of 100 days completed per annum), and the Recipient completed 170 days of service, a reimbursement of €600 would be due. (€4,000 X (30/200)).

4. Repayment Terms

4.1. The Department shall notify the Recipient in writing, at the address provided in their application, of the determined Clawback Amount within a reasonable period after the end of the school year in which the Recipient ceased employment.

4.2. The Recipient must repay the full Clawback Amount within ninety (90) days of the date of the written notification.